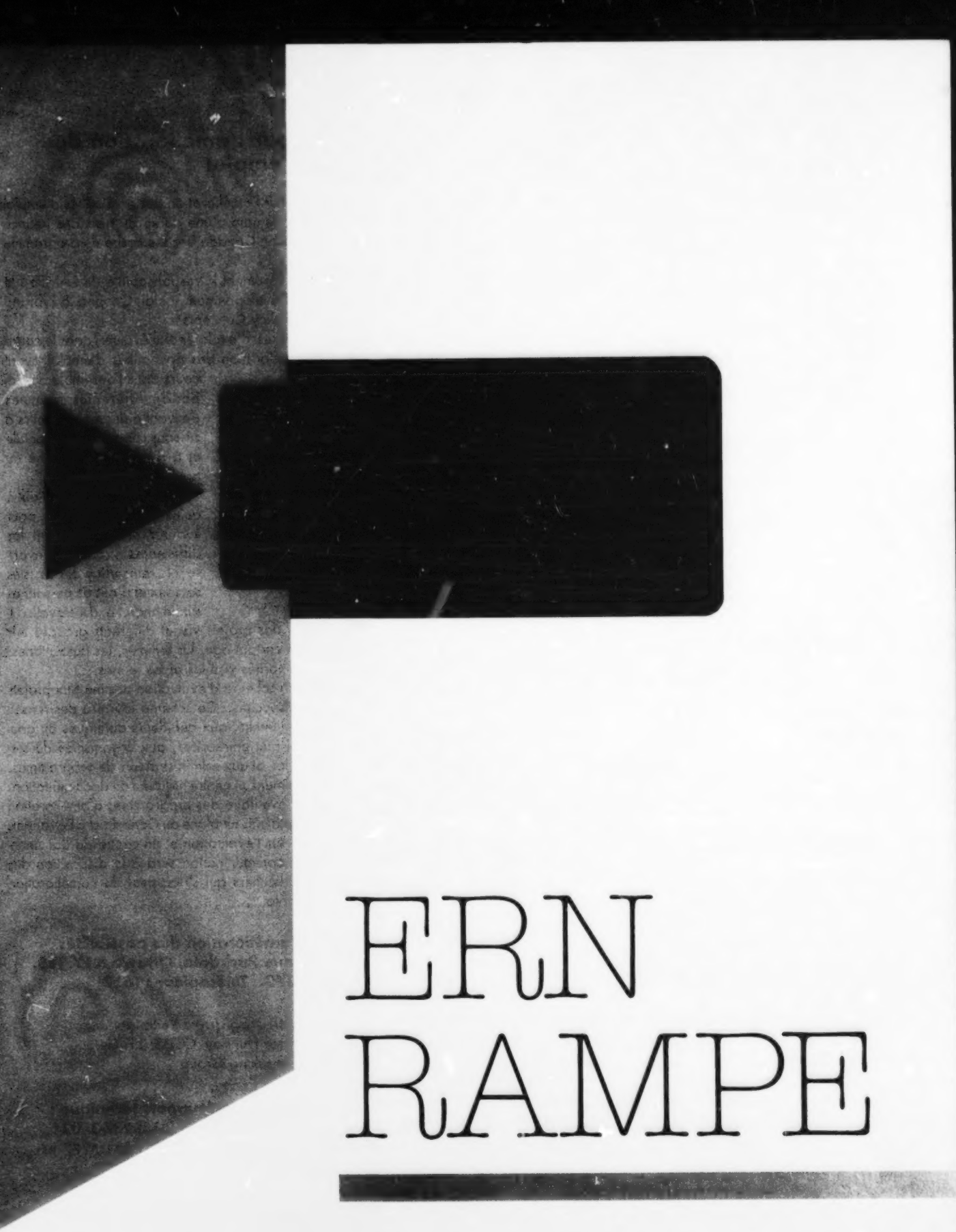

ERN RAMPE

THE CANADIAN COUNCIL ON SOCIAL DEVELOPMENT
LE CONSEIL CANADIEN DE DÉVELOPPEMENT SOCIAL

POLICY CONCEPTS

THE COOPERS & LYBRAND CONSULTING GROUP

Employability Resources Network

The Employability Resources Network (ERN) is a three-year demonstration project funded by Employment and Immigration Canada under the Innovations program.

ERN is the responsibility of three organizations: The Canadian Council on Social Development, The Coopers & Lybrand Consulting Group, and Policy Concepts.

ERN's purpose is to explore and evaluate methods for helping unemployed people get off social assistance and back into the job market, through employability programs currently under way across Canada.

ERN will select at least 10 to 15 demonstration projects for an in-depth evaluation of the different approaches used to help social assistance recipients and others re-enter the labour force. It will assess the projects' effectiveness for different groups, such as older unemployed workers, women, native people, disabled persons, visible minorities and youth.

ERN will establish a standardized framework for evaluating employability enhancement projects. The framework will provide useful information not only for government policy-makers, but also for business, social service and employment agencies, and program administrators.

ERN will develop an information resource centre. It will include an inventory of national and international employment projects, an evaluation data base and a documentation library. A communications network will serve organizations and individuals in the employment enhancement field.

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Ressources pour l'amélioration des possibilités d'emploi

Le projet Ressources pour l'amélioration des possibilités d'emploi (RAMPE) est un projet témoin d'une durée de trois ans financé par Emploi et Immigration Canada dans le cadre du programme Innovations.

Trois organisations assument la responsabilité de RAMPE : le Conseil canadien de Développement social, Coopers & Lybrand Consulting Group et Policy Concepts.

Le mandat de RAMPE est d'explorer et d'évaluer, dans le cadre de programmes d'amélioration des possibilités d'emploi ayant cours dans l'ensemble du Canada, différentes formules pouvant aider les chômeurs à se soustraire à l'aide sociale et à réintégrer le marché du travail.

RAMPE sélectionnera dix à quinze projets témoins pour évaluer minutieusement les différentes stratégies favorisant la réinsertion des assistés sociaux et d'autres personnes sur le marché du travail. Il appréciera l'efficacité des projets visant différents groupes tels que les chômeurs d'un certain âge, les femmes, les autochtones, les handicapés, les minorités visibles et les jeunes.

RAMPE élaborera un schéma d'évaluation destiné aux projets d'amélioration des débouchés. Ce schéma fournira des renseignements utiles non seulement aux décideurs politiques du gouvernement, mais aussi aux entreprises, aux organismes de services sociaux et d'emploi, et aux administrateurs de programmes.

RAMPE créera également un centre national de documentation. Celui-ci comprendra l'inventaire des programmes d'amélioration des perspectives d'emploi mis en place au Canada et à l'étranger, une base de données sur l'évaluation et un centre de documentation. Un réseau de communication sera à la disposition des organismes et des particuliers qui s'occupent de l'amélioration des perspectives d'emploi.

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91-05079/

EMPLOYABILITY STUDY SUMMARIES/

RÉSUMÉS D'ÉTUDES SUR L'EMPLOYABILITÉ

Prepared by/
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May/Mai 1991

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PREFACE

These 25 employability study summaries present our selection of research or evaluation that deserve more than an annotation. Earlier, we prepared and distributed a second edition of annotated bibliographies on the literature on employability (September, 1990), separately, in French and in English.

The format for presenting the employability study summaries is this:

1. Bibliographic Reference
2. Purpose
3. Target Group
4. Time Period
5. Major Research Questions
6. Methodology
7. Support/Intervention
8. Findings
9. Conclusions
10. Recommendations (if any)

This work is only one of the many products and services of the ERN Information Resource Centre. Your comments on its usefulness, in terms of its content, presentation, and organization, would be appreciated even though the official end of the three-year ERN project is May 31, 1991.

Our thanks to Claude Quiviger for the French and to Nahid Roboubi for the English employability study summaries, Odette Barrington for extensive verification of references, and Penny Sipkes for coordinating the project.

Harry MacKay
Director
Information Resource Centre
Employability Resources Network

May 1991

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Employment and Immigration Canada. *Canadian Jobs Strategy: Analysis of Participant Follow-up Survey Results Vol. I; Vol. II*, Ottawa: February 1990.

Purpose:

To determine the operational effectiveness of the CJS programs/options (Job Development; Job Entry; Skill Investment; Skill Shortages ; Community Futures).

Target Group:

Long-term unemployed; unemployed youth; severely unemployment-disadvantaged; welfare recipients; workers who lose their jobs due to technological changes; workers who need training to meet labour market needs; unemployed people in communities with high unemployment rate.

Time Period: April 1986 to December 1988

Major Research Questions:

1) Do programs help participants to enhance employability and find employment?

2) Do wages change?

3) Are these programs effective in taking social assistance recipients out of social assistance?

Methodology:

Questionnaires were sent out to participants three months after termination of their programs. Both completers and drop-outs are surveyed using mailing addresses from client files. A second questionnaire was sent out to all those who did not respond within about six weeks after the first survey.

All participants who have provided a valid response to the three-month survey receive a similar follow-up questionnaire twelve months after the end of their program. The information obtained from the surveys were added to that already collected from the client upon his/her registration into the program and from administrators of the programs.

Logistic regression modelling was used to provide a more "state of the art" approach to the problem of non-response bias. A relationship was established between the percentage of participants employed (or any other dependent variable) and a number of explanatory (independent) variables such as age, education, sex, program termination status; special; client status, etc.. This relationship, adjusted using valid responses from participants, was then applied to the population of non-respondents for the same programs or options.

Support: Not applicable

Findings:

1) The average national impact rate is 71.9% for work-based options and 65.5% for Direct Purchase Option (purchase of institutional courses).

2) Regarding employability after training, work-based options show generally better results than corresponding Direct Purchase Option (64.8% for work-based option and 61.9% for direct purchase option).

3) On the regional basis, after three months, work-based options seem to have better results (i.e., impact rates) in Western Canada and in Ontario than east of Ontario. The Direct Purchase Option shows better impact rates in Manitoba and in Ontario than in the rest of the country.

4) Work-based and DPO impact rates for natives, the disabled, and social assistance recipients are significantly lower than the respective national rates.

5) Visible minorities have a three month impact rate higher than national average.

6) To have some perspective on the durability of employment, overall, participants in work-based options were employed 45.2% of the time in the twelve months before training and 75.3% of the time in the twelve months following training.

7) More participants in work-based options appear to find employment related to their training than do those in Direct Purchase Options.

8) Natural Sciences/Engineering/Mathematics/Medicine/Health occupations have consistently high results across options, while Forestry/ Logging/ and Construction Trades tend to have results consistently towards the low end of the range. Note that employment in these last two occupation groups is sensitive to seasonal factors.

9) When participants asked if the training/work experience received help them to keep their jobs or obtain new one, most replied "yes" (84.2% for work-based options and 79.9% for DPO).

10) Most provinces have a percentage of employed participants retained by the training employer in the range of 69 to 75%, with the exception of Newfoundland (52.4%), Ontario (60.1%), and British Columbia (65.2%).

11) Participants in work-based options of the skill programs who are retained by their employer tend to be older than those not retained, and a larger percentage of those retained are married.

12) All options of CJS have had, on average, a positive effect on post training wage with the exception of Prince Edward Island.

13) 60.2% of participants who were on social assistance before training are no longer so after training. Most work-based options were particularly effective in taking SARs out of social assistance.

Conclusions:

It is difficult to define what is considered "successful" for all programs, options and client groups of CJS.

A relatively low impact rate may be considered highly successful for some programs but not successful for others. In particular, comparisons between programs/regions have to take into account the objectives of the program, the strength of the regional economy, as well as local program objectives.

Many of the analyses in this report suggest that the full benefits derived from the CJS cannot be entirely measured after three month. Twelve months results provide better picture of the long-term effects of the programs on employability of participants, skill utilization, and the impact on wages.

The Employability Resources Network (E.R.N.), *Déjà VU: Report on the Evaluation Study of The Déjà VU Training Program*, Ottawa: E.R.N., 1989.

Purpose:

To determine :

1) the success of the program in helping welfare recipients become more employable;

2) the relative costs and benefits of this project;

3) alternative means of project delivery

Target Group:

Single parent women or older single women in Pinecrest-Queensway community, whose source of income is General Welfare Assistance or Family Benefits.

Time Period: 1988-1989

Major Research Questions:

Program Impact Issues

1) Did this project assist participants in obtaining and maintaining employment?

2) Did it strengthen personal sense of employment readiness?

3) Did the project end/reduce the participants' welfare dependency?

4) Do businesses providing on-the -job training hire graduates of the programs, or recommend graduates to other employers?

5) Was training offered in skills that could be used for existing job opportunities?

6) Did the project improved the participants' financial situation?

7) Do participants experience domestic problems as a result of the program?

Cost/Benefit Issue

1) What was the cost of the program compared to social assistance?

Alternative Delivery Issues

1) Could program elements be strengthened/added/deleted to increase the success rate of the program?

2) Would referrals to other programs at completion increase the ultimate success rate of the program?

3) Do project participants stay with the project for the period planned? if not why not?

Methodology:

The information gathered through qualitative methods: in-depth interviews; file and documents reviews, and comparison group, participants survey. Quantitative data was collected through the telephone survey of the project graduates, the comparison group and the questionnaire administered to current participants.

Support: Not applicable

Findings:

Impact Issues

1) Program generated statistics showed 93% success rate. Survey results indicated that 47% of the participants were currently employed, while 60% had held a job at some point after the program.

2) The majority of participants reported that the program did enhance their employment readiness in term of self-confidence; self-esteem and job search techniques such as writing a resume, handling the interview process.

3) For a small majority of the participants there was a reduction in their level of dependency on some form of financial assistance as a result of program completion.

4) The majority of Training Place Hosts for the program felt that the trainees demonstrated the work related skills required in keeping a job. A small minority of TPHs actually hired the trainees after program completion and the others expressed their willingness to hire.

5) The financial situation of participants did not improve after they finished the program.

6) Interviews with the participants revealed that they experience some negative outcomes as a result of the participating in the program such as spouse/children not liking her being away all day.

Cost/Benefit Issue

1) In term of quantifiable benefits, a benefit to cost ratio of approximately 1.1 to 1 was attained by the project.

Alternative Delivery Issues

1) The majority of participants expressed their preference for the retail training component in the Déjà Vu store.

2) The second most important component of the program for participants was Job Search techniques and career planning.

3) The life skill education believed to be a very important component of the program by the participants and the program staff.

Conclusions:

The program helped participants to overcome barriers to employment. It was perceived by local businesses as producing "job ready" graduates. However the nature of the clientele served by this program required a combination of basic interventions (e.g., life skills, information sessions, counselling) and practical training such as job search techniques. To that effect, there was a need for increased funding to provide adequate resources.

Ekstrom, Ruth B.; Freeberg, Norman E.; Rock, Donald A. "The Effects of Youth Employment Program Participation on Later Employment", *Evaluation Review, Vol. 11 No. 1,* February 1987, pp. 84-110.

Purpose:

To analyze a three-year follow-up of a nationwide sample of 419 youth employment and training program participants and 356 nonparticipants of comparable background to determine if youth employment training programs have any significant long-term effects on the employment of the participants and, if so, to determine how these effects operate.

Target Group: Economically disadvantaged youth.

Time Period: 1979-1982 (follow-up period)

Major Research Question:

How employment and training programs can teach young economically disadvantaged adults to find and keep a job?

Methodology:

The participants and control groups were originally selected to be similar on most background variables. To adjust for any measured differences other than program participation, that might have existed between the two groups, statistical controls were also employed.

For the analysis three analytic methods were used:

1) descriptive analysis: to provide population description that compared and contrasted the program participants and controls on the number of variables;

2) regression analysis: to explore the relative effects of individual descriptive variables on the outcomes i.e. on duration of employment, hourly wage, and so on; and,

3) commonality analysis as an alternative tools of summarizing the regression analysis results. This method groups the explanatory variables logically and then divides the predictable variance in the outcomes in order to estimate the contribution of each block of explanatory variables to that predictable variance.

Support: Not applicable

Findings:

The three year follow-up of employment program participants and non-participants of comparable background showed that participants obtained more months of employment (mean number of months worked by the participants was 19.74, by the controls 15.91) and had

greater job satisfaction (83% vs. 77%). These differences were sustained even after controlling for the effects of age, sex, race/ethnicity, economic status, and local employment rate as well as pre-program levels of education.

The findings suggest that youth employment programs are especially beneficial for youth minorities and for females, providing not only more months of employment but also a higher hourly wage (the 1982 mean hourly wage was $4.49 for participants and 4.43 for non-participants).

The findings also show that the current employment (or unemployment) status of these youths, duration of time worked, and job complexity is most strongly influenced by education than other independent variables such as local unemployment, program participation, and job search behaviour.

The family economic status was not significantly related to the economic outcomes after controlling for youth unemployment rate.

Conclusions:

The findings confirm the importance of education in reducing unemployment among disadvantaged youth. Program models might give greater attention to this matter, either by encouraging the participants to remain in or return to high school or by providing educational alternatives for out-of-school youths.

They also confirm that it is the lack of job opportunities in the local market, not any reason associated with poverty itself, that leads to high level of poor youth unemployment.

Taken together, the study results show that youth employment training programs can produce statistically significant effects on employment outcomes. However, the program effects are small when compared to the effects of individual background and education, and to the effect of local employment opportunities.

Polingin, Richard. *Employment and Demographic Characteristics of AFDC and Food Stamp Recipients--A Three-Year Longitudinal Study*, Florida, USA: Florida Department of Health and Rehabilitative Services, 1985.

Purpose:

To compile program planning information for the Public Assistance Productivity Act (PAPA), Chapter 409.027 in Florida. This legislation emphasizes the provision of employment and training services to Aid to Families with Dependent Children (AFDC) and food stamp recipients.

Target Group:

Working age adult on AFDC (total sample: 720); and working age food stamp household heads (total sample:484).

Time Period: 1980-1983

Major Research Questions:

What are the demographic characteristics (age, sex, household size, the incidence of children under six years and between six and 12 years, and time of assistance) and employment characteristics (wage, recency of employment, the duration of employment in weeks and numbers of different jobs) of working age AFDC recipients compared to working age food stamp household heads?

Methodology:

The data for this study, were gathered from the AFDC Assistance Payment Record (APR); the Food Stamp Information System (FSIS); and the U.I. Wage File.

Two approaches are employed in describing the characteristics of sample members.

1) The first approach is to categorize sample members into three groups: long-term recipients, cyclical recipients and other recipients.

2) The second approach categorizes sample members into two groups: those who received assistance three years after the sample was drawn, and those who were off assistance after three years.

Two methods of testing were used to measure statistical significance: the Chi Square test and the T-Test. Findings at or above the 95% confidence level are considered significant.

Support:

The educational characteristics of the AFDC adults in this study were not available because they are not included in the U.I information file. However, data were available regarding the educational level of persons registered for employment in the WIN program and Food Stamp Work Registration Program for the year 1981. The sample used in this study, fell within this time period.

Findings:

1) In both categories the percentage of females was higher than males. However, in AFDC category, 93% of the sample were female compared to 45.5% of food stamp household heads.

2) Food stamp household heads were found to have substantially stronger work histories than AFDC adults.

3) Employment was found to be a factor in almost 50% of both categories who were off assistance one year after the study began and did not return during next two years.

4) Compared with cyclical and other recipients, long-term recipients were older, were more likely to have children older than 12 years of age, and had larger families, and were more likely to be black.

5) AFDC participation data for this study indicates that long-term recipients account for 63.5% of the AFDC payments.

6) Most AFDC adults with employment histories, worked part-time and at relatively low wages.

7) 35.7% of those who exited after one year with earnings, returned to AFDC during the next two years.

8) The vast majority of food stamp recipients were found to receive food stamps for either relatively brief period or alternating. However, long-term recipients comprised only 10.3 % of the sample accounted for 31 % of the food stamp expenditure during the three years period.

9) Considering food stamp household heads with work histories, those off, had higher earnings and smaller families than those on.

10) Both groups had substantial educational deficiency with more than 60% of them lacking a high school education.

11) National data indicated that if the level of education could be raised to the equivalent of 4 years of education in high school, relatively sharp increase in earnings could be expected.

Conclusions:

The findings of this study suggest that an individualized approach that targets services to those most apt to long-term dependency must increase the use of employment and training programs. Targeting of services should take into account that black women, high school dropouts, and persons who lack a paid work experience are groups at substantial risk of long-term dependency. Employment and training programs should have remedial, vocational, and educational components. Only 12% of AFDC adults and 25% of the food stamp household heads are estimated to be directly employable.

Jean-Guy Darveau [... et al.], *Étude d'évaluation des résultats des programmes de développement de l'employabilité : Travaux communautaires, stages en milieu de travail, rattrapage scolaire - Faits saillants, [Québec]* : ministère de la Main-d'Oeuvre et de la Sécurité du revenu, Québec, 1988

Objectifs :

Mesurer trois résultats : atteinte des objectifs spécifiques de chaque programme, maintien ou augmentation des acquis d'employabilité, insertion professionnelle après participation aux programmes.

Groupes-cibles :

Bénéficiaires de l'aide sociale depuis au moins deux mois, âgés de moins de 30 ans ou chefs(fes) de famille monoparentale, sans diplôme de fin d'études ni formation professionnelle terminée.

Durée du programme :

Ces programmes sont un projet-pilote pour deux ans (entente fédérale-provinciale). Pour chaque participant, la durée peut être variable (déterminée à l'entrée).

Questions principales de l'évaluation :

1) niveau d'atteinte des objectifs spécifiques de chaque programme;

2) comparaison, pour les acquis d'employabilité et l'insertion professionnelle, entre participants et clientèle identique non participante;

3) efficacité des programmes par rapport aux diverses clientèles;

4) conditions d'efficacité des programmes.

Méthodologie :

1) enquête téléphonique (questionnaire standardisé et validé) auprès d'un échantillon de 2 000 personnes divisé en 5 groupes de 400 personnes (coéfficient de variation de 10% ou moins);

2) participation minimale de deux mois consécutifs à un programme;

3) taux de réponse visé : 65 % dans chaque groupe;

4) taux de réponse obtenu : 65,1 % pour Travaux communautaires; 66,8 % pour Stages en milieu de travail; 59,2 % pour Rattrapage scolaire; 68,8 % pour le groupe à participation multiple (à 2 ou 3 des 3 programmes); 51,5 % pour le groupe-témoin de non-participants.

Soutien : sans objet

Résultats :

Programme Travaux communautaires :

1) taux de réussite (programme terminé) : 61 %. Taux plus fort, au plan de l'intégration sociale, chez les plus persévérants, mais observable chez tous;

2) amélioration de l'employabilité : 62 % de moyenne d'acquis d'employabilité (pour 33 % chez le groupe-contrôle);

3) insertion professionnelle : 39,5 % (pour 31 % chez le groupe-contrôle); programme déterminant surtout pour ceux qui sont à l'aide sociale depuis longtemps (13 mois et plus) en ce qui concerne l'insertion professionnelle.

Programme Stages en milieu de travail :

1) taux de réussite : 68 % (qualification technique ou professionnelle pour métiers qualifiés ou semi-qualifiés);

2) 38 % employés dans l'entreprise du stage;

3) amélioration de l'employabilité : 71 % de moyenne d'acquis d'employabilité (pour 42 % chez le groupe-contrôle);

4) insertion professionnelle : 57 %, répartis sur l'ensemble des participants, surtout ceux qui ont été inscrits à l'aide sociale pendant longtemps ou qui ont des enfants à charge (pour 31 %, groupe -témoin).

Programme le plus efficace à tous les plans.

Programme Rattrapage scolaire :

1) taux de réussite : 27 % (diplôme de fin d'études secondaires); augmentation du niveau de scolarité de 1 an ou plus : 54 %; 68 % des échecs coïncident avec une durée de stage de moins de 12 mois;

2) amélioration de l'employabilité : 41 % de moyenne d'acquis d'employabilité (pour 18 %, groupe-témoin);

3) insertion professionnelle : 23 %, surtout ceux qui n'ont pas de personnes à charge, les jeunes et ceux qui ont eu une courte durée de présence à l'aide sociale (pour 31 %, groupe -témoin).

Programme le moins efficace à tous les plans.

Multiparticipation (à 2 ou 3 des 3 programmes) :

1) amélioration de l'employabilité : 46,5 % de moyenne d'acquis d'employabilité (pour 16 %, groupe - témoin);

2) insertion professionnelle : 38 %, surtout les jeunes, les hommes et ceux qui n'ont pas de personnes à charge (pour 31 %, groupe - témoin).

Le fait de participer à plusieurs programmes ne semble augmenter sensiblement ni l'insertion professionnelle ni les acquis d'employabilité.

Conclusions générales :

1) outre le manque de qualifications professionnelles, la durée de la période à l'aide sociale et le fait d'avoir des personnes à charge constituent des difficultés pour retourner au travail;

2) l'impact des 3 programmes est le plus marquant auprès des personnes qui ont été à l'aide sociale pendant 13 mois ou plus et celles qui ont des personnes à charge.

Québec (Province), ministère de la Main-d'Oeuvre et de la Sécurité du revenu, *Étude d'évaluation sur les mesures de relance : stages en milieu de travail, rattrapage scolaire, travaux communautaires - La participation des jeunes bénéficiaires de l'aide sociale*, Québec, le Ministère, Direction de l'évaluation, 1985, 126 p. et annexes.

Objectifs :

Mesures de relance conçues pour offrir à des jeunes bénéficiaires de l'aide sociale, aptes au travail, l'occasion d'améliorer leur employabillté et de s'insérer au marché du travail.

Groupe-cible :

Jeunes bénéficiaires de l'aide sociale, âgés de moins de 30 ans, aptes au travail mais sans emploi par manque de qualification professionnelle, de formation ou d'autonomie fonctionelle.

Durée du programme :

Etente fédérale-provinciale de 2 ans. Durée indéterminée au plan des participants (selon les cas).

Questions principales de l'évaluation :

1) les jeunes participants aux mesures s'inscrivent-ils vraiment pour améliorer leur employabilité ? Les moyens préconisés correspondent-ils aux besoins et attentes des jeunes ?

2) les jeunes non participants considèrent-ils ne pas avoir besoin de ces mesures pour améliorer leur employabilité ? En quoi ces mesures ne répondent-elles pas à leurs besoins et attentes ?

Soutien :

Léger montant supplémentaire à la prestation d'aide sociale.

Résultats :

1) caractéristiques des jeunes : peu scolarisés (surtout les non-participants); crainte de retour à l'école; conscience du manque d'expérience comme première difficulté pour trouver un emploi; conscience des préjugés négatifs des employeurs envers les bénéficiaires de l'aide sociale; perception de leur présence à l'aide sociale comme temporaire (91,4 % des jeunes, surtout les participants); désir très fort de travailler (87,5 %);

2) manque d'information sur les programmes signalé par 40,1 % (cause du refus de participer pour 7 %); non-compréhension de l'aide que peuvent apporter ces mesures. Le meilleur outil d'information : l'information donnée localement, surtout dans les rencontres d'information de groupe;

3) incitatifs/dissuasifs à participer : le principal incitatif à participer est la volonté de sortir de l'aide sociale, suivi du désir de compléter des études ou une formation et de celui d'acquérir un peu d'expérience. Le principal dissuasif à participer est le problème du transport, suivi de l'insuffisance du montant d'argent alloué, du sentiment de non-pertinence des mesures pour trouver un emploi et du problème de la garde des enfants (chez les non-participants surtout);

4) l'attente principale chez tous : sortir de l'aide sociale; mais les non-participants ne croient pas que ces mesures puissent les y aider. Conscience claire d'avoir à améliorer leur profil d'employabilité, mais difficulté à s'orienter au plan professionnel;

5) plusieurs facteurs rendent difficile la participation aux mesures : non-respect des ententes, stages ou projets peu enrichissants, manque de qualité de la formation dispensée, sentiment d'être exploité, suivi déficient ou absent des intervenants locaux;

6) une proposition unanime : la création d'emplois;

7) de façon globale, trois grands constats : ces mesures correspondent à des besoins identifiés chez les jeunes bénéficiaires de l'aide sociale; les jeunes ont un désir farouche de trouver un emploi; les jeunes ont un immense besoin d'aide et de services humanisés, de contacts personnalisés et chaleureux.

Québec (Province), ministère de la Main-d'Oeuvre et de la Sécurité du revenu, *Étude d'évaluation sur les mesures de relance : stages en milieu de travail, rattrapage scolaire, travaux communautaires, Québec* : le Ministère, Direction de l'évaluation, 1985, 100 p. et annexes.

Objectifs :

Mesures de relance conçues pour offrir à des jeunes bénéficiaires de l'aide sociale, aptes au travail, l'occasion d'améliorer leur employabilité et de s'insérer au marché du travail.

Groupe-cible :

Jeunes bénéficiaires de l'aide sociale, de moins de 30 ans, aptes au travail mais sans emploi par manque de qualification professionnelle, de formation ou d'autonomie fonctionnelle.

Durée du programme :

2 ans selon entente fédérale-provinciale; durée indéterminée au plan individuel (selon les cas). La moyenne générale de participation des répondants s'établit à 12 semaines.

Questions principales de l'évaluation :

Les participants quittent-ils la mesure à la suite d'une décision personnelle, d'une décision de l'organisme responsable d'appliquer la mesure ou pour un autre motif spécial ?

Méthodologie :

Sondage à l'aide d'un questionnaire standardisé. Échantillon initial de 1 500 personnes, sélectionnées au hasard systématique au prorata des sorties de chaque mesure. Taux réel de réponses : 54,2 % (813 jeunes).

Soutien : léger montant supplémentaire à l'aide sociale.

Résultats :

1) profil des répondants : en majorité entre 21 et 25 ans (51,79 %), personnes seules (76,39 %), vivant chez leurs parents (65,44 %), s'estimant aptes au travail (90 %). Niveau de scolarité plus élevé chez ceux qui ont quitté les mesures Stages en milieu de travail (SMT) et Travaux communautaires (TC);

2) origine de la décision de quitter : décision personnelle pour 72,57 %, surtout dans la mesure Rattrapage scolaire (RS) : 85,72 %, pour 70,54 en TC et 60,46 en SMT; décision de l'organisme pour 12,54 %, surtout dans les SMT : 22,76 %, pour 8,53 % en TC et 6,62 % en RS; autres raisons pour 13,29 %, essentiellement la fin prévue de participation à la mesure;

3) motifs de sortie pour ceux qui ont quitté par décision personnelle : raisons personnelles pour 43,18 % (v.g. emploi trouvé pour 19,19 %, surtout en TC); raisons de facilités et d'environnement, surtout en RS, pour 6,51 % (climat de l'école, garderies); raisons de contenu, surtout en RS (19,51 %, cours non motivants); relations avec employeurs et exigences du travail pour 7,84 % en SMT et 4,26 % en TC;

4) motifs de sortie pour ceux qui ont quitté suite à la décision de l'organisme (12,54 %) : raisons reliées au manque de travail ou à la fermeture de l'entreprise; en SMT, insatisfaction de l'employeur; en RS, absentéisme, retards, rendement scolaire insuffisant, incapacité de suivre des cours;

5) motifs de sortie pour d'autres raisons (13,29 %) : fin de la mesure, surtout en TC (17,82 %, pour 13,43 % en SMT et 4,52 % en RS);

6) nature des motifs invoqués : motifs positifs (durée prévue terminée, emploi trouvé); motifs négatifs ou dissuasifs (sentiment d'être exploité, allocation d'aide insuffisante, conflit avec employeur, climat général de l'école); motifs neutres (état de santé, manque de travail, fermeture d'entreprise). Motifs positifs beaucoup plus fréquents en TC (46,5 %, pour 30,23 en SMT et 25,43 en RS); motifs négatifs plus fréquents en RS (41,48 %, pour 32,1 % en SMT et 18,99 en TC);

7) évaluation par les ex-participants de l'amélioration de leur employabilité suite à leur participation à l'une des mesures : amélioration signalée par 43,41 %, surtout en SMT; situation non changée selon 55,1 %; effets positifs de socialisation signalés par la majorité des ex-participants à la mesure TC; pour 47 % des ex-participants aux RS, aucune amélioration signalée.

Atlantic Consulting Economists, Andy Rowe Consulting Economists. *Evaluation of the 1988 / 89 Graduate Employment Program*, Department of Employment and Labour Relations, Government of Newfoundland and Labrador, March, 1990.

Purpose:

To help provide graduates, at different levels and in different disciplines, with subsidized jobs which would give them a significant step into the world of permanent employment and improve their employability.

Target Group:

112 Graduates from different types of post-secondary institutions (i.e. universities, public and private colleges).

Time Period: Program period under study was 1988-1989.

Major Research Questions:

Attempts have been made to examine the following issues:

1) the appropriateness of the program;

2) the degree to which the GEP is meeting its objectives;

3) the quality of jobs and value of the work experience;

4) the future employability of employee participants;

5) the appropriateness of the subsidy ceiling;

6) any tendency of participants towards early termination;

7) the appropriateness of the 52 week work period; and,

8) wage and salary level.

Methodology:

1) A review of the data sources.

2) Telephone surveys of employee and employers.

3) Quantitative and qualitative analysis of results.

Support: Not applicable.

Findings:

1) 56% of the employees were female compared to 44% male.

2) 70% of the employees were between the age of 21-25.

3) More than half graduated at least 2 years before starting the program.

4) 53% of the participants were graduates of the public colleges, 22% were university graduates; and 12% were graduates of private institutions.

5) In terms of numbers, graduates in the clerical studies predominated, followed by art and education.

6) Almost all respondents (94%) indicated that they are satisfied with the program in giving them the opportunity to shift from short-term, to longer- term employment.

7) Employers generally (80%) felt that their graduate employees under the program were suitably qualified for the position and performed the job adequately.

8) The quality of the jobs under the program is indicated by a number of measures: job satisfaction was high (94% were satisfied); the level of responsibility increased as the jobs progressed and a high 94% of graduates were satisfied with it.

9) More than half of the graduate employees received training for the programs from which almost 90% said training was sufficient to do the job.

10) In terms of the relative success of the job search in different fields of employment, applications for employment in the science and arts category had the greatest degree of success, followed by those in sales and services. Applications for clerical jobs and fabrication trades were least successful.

11) Employees recognized, along with a shortage of job openings in the province, the major barrier to finding a job in their field was their own lack of experience and almost all of them said the program experience would help them to find employment.

12) In terms of subsidy, it was clear from the relatively low response that it was not a serious issue.

13) Concerning early termination, of 15% of employees who finished before one year term of the program, about one third had moved for a variety of reasons, such as a return to studies, or for health reason. Less than 10% had terminated because of better jobs or because of lay off.

14) Concerning the suitability of 52 weeks duration of the program, from employees' standpoint, the one year term makes a definite transition from the short term jobs they had, and gives them the feeling of more permanence; from the employers perspective, the one-year commitment allows them to give an opportunity to the graduates to produce a result.

15) Salary for program jobs were generally low. The disparity was particularly marked in the case of jobs for university graduates and much less so in the secretarial, sales, and fabrication trades.

16) From geographical distribution point of view, preponderance of the program jobs is in the urban areas, and in the St. John's region in particular. Imbalance of the distribution of program jobs in terms of sector was observed. While manufacturing industries was poorly represented, as might be expected, the resource industries are hardly represented at all despite the fact that the resource industries in Newfoundland - in particular the fishery- are generally in need of technical and managerial abilities.

Conclusions:

This evaluation leads to conclusion that the GEP's first year operation was successful in assisting 112 graduates to enter the workforce in a more permanent manner and improve employability.

However, three recommendations emerge from the evaluation:

1) specify a training plan to be required of employers;

2) increase the proportion of participation from firms outside St John's; and,

3) find a means of inducing participation from the natural resource based industries.

Employment and Immigration Canada. *Evaluation of the Youth Training Option*, Ottawa, Canada: 1987.

Purpose:

To compare the pre- and post-training situation of the youth trainees, measured by labour force status, employability, and wages.

Target Group:

Young people between the ages of 17-21 who were not interested in pursuing post-secondary education or had already dropped out prior to completion of secondary school.

Time Period: 1984-1985.

Major Research Questions:

The evaluation issues and questions relate to four main aspects of the program:

1) objective achievement, i.e. to what extent does the program lead to employment?

2) impacts and effects, i.e. to what extent was the training offered under YTO different from that offered under normal company training programs?

3) program rationale and implementation, i.e. is the function performed by the managing coordinator an appropriate mechanism for implementing a targeted program such as YTO? and,

4) program alternatives, i.e. is institutional training more or less effective than YTO?

Methodology:

The first step was to select a matched group of non-participants and compare the performance of trainees against it. However, due to the time and cost constraints, a comparison was made between YTO trainees and a matched group of participants in the National Institutional Training Program (NITP). The administrative data files were used to develop profiles of trainees and managing coordinators. The trainee administrative file was merged with the trainee follow-up file to compare pre- and post-training situation of the trainees in the labour market.

Most of the analysis on participants, managing coordinators and training place hosts is based on the data obtained through special surveys conducted between June and September 1986 through telephone and on-site visits and interviews.

Support: Not applicable

Findings:

1) Employability, defined as the "proportion of time employed while in the labour force", generally rose from 33% in the year before training to 71% in the post training follow up period (an average of 9 month after training) for YTO trainees.

2) An average of 9 months after training, 68% of YTO trainees had a job. Completers were more successful than discontinuants, with 74% of the former working compared to 65% of the latter.

3) Trainees with higher levels of education had greater success in finding employment after training. among completers, 78% of trainees with 12 years of education or more had a job compared to 65% for those who had 11 years or less.

4) Regarding wages, YTO trainees experienced significant increase in their average weekly wages to reach $235 for employed completers and $245 for employed discontinuants, increase of 68% and 66% respectively.

5) 17% of YTO completers and 27% of discontinuants went on to take additional training at some times during follow-up reference period.

6) In comparison with control group of NITP participants, YTO participants had a higher average employability after training than did NITP participants (70% compared to 56%).

7) Among the trainees who were employed after training, 60% of completers and 39% of discontinuants believed that the nature of their work was at least partly related to the training they received under YTO.

Conclusions:

YTO met its primary objective of improving employment opportunities for young people participating in the program. Although 56% of trainees discontinued the YTO project before completion, almost 40% of them stated the reason as being another job. It appears that a variety of reasons exist as to why trainees discontinued and as a result these should be explored in greater detail.

Another aspect of the evaluation is the fact that a majority of training place hosts were small businesses with less than 20 employees. This indicates that some of the responsibilities for training is now shifting from the larger corporate enterprises to medium and small businesses.

Social Planning and Research Council of Hamilton and District. *Examination of the Impact of Employment Training programs on Social Assistance Recipients in Hamilton-Wentworth*, Hamilton: 1989

Purpose:

To assess the impact of employment training programs on social assistance recipients in Hamilton-Wentworth and to examine gaps in services which currently exist within the employment training referral system.

Target Group:

The study focuses on both a client and system-based assessment of training programs. Thus the target groups were males and females participating in training programs; and program managers.

Time Period: 1987- 1988

Major Research Questions:

1) Which variables are the most characteristic or predictive determinants of clients' participation in a training program and their subsequent completion?

2) What client-based impacts are most immediately measurable following program participation, in terms of quality of life and ability to overcome employment barriers?

3) Why do trainees apply for or return to social assistance after leaving an employment training program?

4) What gaps in services currently exist in the larger training referral system, as identified by those who work within its structure?

Methodology:

To identify which factors impact upon the social assistance client, during and after involvement in employment training, three separate analysis were carried out in addition to a quantitative survey of key informants working within the referral system. These analyses included a before/after survey of training participants, a point-in time survey of social assistance recipients who have left training programs, and a series of interviews with key decision-makers involved in the delivery of the programs.

Support: Not applicable

Findings:

1) Time on social assistance is a significant determinant of the need to learn new job skills, suggesting that, the longer a client is on social assistance, the more likely they will feel the need to learn new job skills.

2) If a trainee has experienced some sort of critical life event, likely negative, they are more apt to prefer training on the job, as well as development and training in confidence building.

3) Trainees who are younger (under 35 years) are more likely to indulge in programs which have a career planning component.

4) Among the barriers to employment were critical life incidents. 69.9% of the participants had experienced such incidence e.g. loss of a job, illness, marital problem. Limited job experience and education level were also among the barriers to employment.

5) A majority (76.2%) of key informants interviewed, agreed that employment training programs were effective in removing client-based barriers to employment.

6) Program managers expressed a need for the promotion of greater awareness of employment training programs among counsellors and clients, especially those programs with lesser client caseloads. Networking among program counsellors, social service workers and employment counsellors perceived as preventing the duplication of the services and create more centralized system of coordination. This could be achieved through meetings, workshops, telephone contacts, interagency memoranda etc.

Conclusions:

These findings suggests that considerations should be given by various levels of client intake to matching the perceived expectations of that client with specific program structures (i.e. class size, age of participants). Other variables which significantly influence clients' program expectations include age and evidence of a negative life incident. These variables are determinants of program needs by clients and should be emphasized by both intake and program staff.

The findings also express the need for coordination of the services. Individuals involved in directing clients to specific programs should have better and more immediate access to information regarding training programs across the region of Hamilton-Wentworth.

Evans, Patricia M. "Mixing Work and Welfare: A Study of Single Mothers", *Canadian Review of Social Policy. Journal of Social Policy and Administration Network, No. 19*, October 1987.

Purpose:

To explore the factors which contribute to a "mix" of work and welfare by a sample of low-income single mothers.

Target Group: Working low-income sole-support mothers.

Time Period:

This study has been based upon data from the Baseline Survey of the Manitoba Basic Income Experiment (1974-1977). Mincome was a three year experiment to test the impact of a negative income tax on the labour supply of low-income individuals or families.

Major Research Questions:

Do the low wages, relative instability of employment and poor working conditions, characteristics of the secondary labour market, diminish the single mother's attachment to work, and increase her dependence on social assistance for financial support?

Methodology:

The sample used in this study is drawn from Winnipeg respondents to the 1974 Baseline interview conducted for the Manitoba Mincome Experiment. The single mothers working at the time of the survey represented almost half of the total sample of the Mincome low-income single mothers from Winnipeg (104 out of 210).

For the purpose of the analysis, a conceptual frame work has been established which suggest three major sets of variables (individual characteristics, labour market, and household constraints) which were expected to affect single mothers' use of work and welfare.

Although the specific variables in each equation vary somewhat, the general model viewed the dependent variables, welfare use, and work attachment, as outcomes of the influence of individual characteristics, labour market sector, and household constraints.

Multiple regression has been used to:

1) investigate the power of the independent variables to explain variations in work attachment and welfare use; and,

2) to evaluate the quantitative contribution of each independent variable, holding constant the effect of the remaining variables in the model.

Support: Not applicable

Findings:

Welfare Use

1) Labour market characteristics did not necessarily contribute to an increased likelihood of a single mother's receipt of social assistance.

2) From the individual characteristics, education showed to be important. Each additional year of education, reduced the single mother's probability of welfare receipt by three percentage points.

3) Regarding household constraints, the presence of the pre-school children played a significant role in the likelihood of welfare receipt. The analysis suggested that the presence of a child under the age of six increases the single mother's probability of welfare receipt by 24% in comparison to a single mother, identical in all other respects, but without pre-school children.

Work Attachment

1) Controlling for all other variables such as education, and the presence of the pre-school children, the lone-support single mother in the primary labour market is likely to work 11 more weeks over the two-year period (1973-1974) than her counterpart in the secondary labour market. This finding is consistent with the dual labour market approach which emphasizes on the instability of employment in the low-wage, secondary labour market, and work attachment as a reflection of the quality of the jobs not the workers.

2) Similar to the findings for welfare use, the presence of a child under the age of six decreased the number of weeks a single mother worked in a two years period by 14%.

3) In addition to position in the secondary labour market, and the presence of the pre-school children, the availability of extra household income was also associated with a decrease in the work attachment.

4) Although significant in the equation in the welfare use, education variable was not important determinant of the length of a single mother's work attachment.

Conclusions:

This study suggests that the provision of adequate, affordable, and accessible child care and the availability of stable jobs at good wages are the most important elements in any attempt to create employment solutions to welfare problems for female recipients.

Gillingham, David W.; Lewko, John H; Schwager, Walter K. *Profile of the Characteristics and Needs of Long Term Employable Social Assistance Recipients in Sudbury for the Sudbury Regional Municipality*, Sudbury, Ontario: Northern Research Associates, 1986.

Purpose:

To provide the regional Municipality of Sudbury with a descriptive analysis of a profile of GWA recipients, and data that will enable employment programs to be developed in ways that meet their needs.

Target Group:

Employable males and females, 25-44 years old on General Welfare Assistance.

Time Period: Not included

Major Research Questions:

Attribute profile of social assistance recipients
- education level
- work history
- perceived training needs
- self image
- attitudes towards work
- entrepreneurism
- educational attitude
- job and career searching
- attitude to moving
- barriers to attending programs
- barriers to finding work
- barriers to moving

Methodology:

1) In the first phase, the sample of 688 persons were selected from the GWA list (562 males and 126 females). Lists of potential respondents were supplied by the project team at the Region who also sent out an initial explanatory letter to all those selected.

2) In the second phase, the 22 interviewers contacted the potential respondents to arrange for an interview. Some 295 respondents were successfully interviewed (43% response rate).

Support: Not applicable.

Findings:

Social assistance recipients were generally found to be:

1) poorly educated (75% had grade 10 or less);

2) willing to work (75 +%); and,

3) in need of a wide range of training (25% of interviewees wanted more training in reading and writing, two-thirds of the sample indicated a strong interest in trades training, and 58% of the sample group indicated the need for clerical training).

Several sub-groups with different characteristics and needs were identified:

1) 50% of employable social assistance recipients self-reported an educational problem (including the illiterate);

2) those with low self esteem;

3) those with poor life skills;

4) those needing upgrading;

5) potential entrepreneurs;

6) those willing to take service sector jobs; and,

7) those needing improved job skills.

Conclusions:

This study shows the vast majority of employable long-term social assistance recipients are willing to work but they have specific training needs which can be met by suitable programs.

Needed programs include:

1) preparatory programs for assessment, counselling and program attendance assistance;

2) basic programs for self-esteem, life skills, literacy, and upgrading;

3) advanced programs for potential entrepreneurs;

4) trade and clerical training;

5) service sector jobs training;

6) formal educational programs; and,

7) job preparation programs for job search skills, employment assistance and moving assistance.

Guédon, Marie-Chantal, *Projet « Chômeurs Créateurs Associés », Projet de démonstration d'une intervention basée sur le chômage créateur auprès de jeunes adultes sans emploi*, Saint-Jean (Québec), Centre de formation à l'autogestion du Haut-Richelieu (CFA), 1989, 85 p.

Objectifs :

Analyse évaluative du projet de démonstration subventionné principalement par le Ministère de la Santé ntionale et du Bien-être social. Le projet visait à démontrer qu'il est possible de récupérer le temps libéré par le non-emploi pour transformer en possibilités de croissance personnelle, sociale et économique la dynamique de destruction et de retrait fréquente chez les chômeurs et les bénéficiaires de l'aide sociale; ultimement, remettre en question les structures traditionnelles du travail et créer de nouvelles formes d'entreprises ou de cadres de travail.

Groupe-cible :

Les 600 participants au projet; 58 % H., 42 % F.; âge moyen : 23-24 ans; durée moyenne de non-emploi : 5,4 mois (au-delà de 2 ans pour 9 %); niveau de scolarité de secondaire IV pour 70 %; aucune formation professionnelle pour 45 %; vivant seuls (30 %), en couple (30 %) ou chez leurs parents (25 %); ayant comme revenu l'assurance-chômage (20 %), l'aide sociale (60 %); connaissant de multiples problèmes de santé mentale, toxicomanie, alcoolisme, délinquance (16 %).

Durée du programme :

Projet de 3 ans; durée de participation individuelle indéterminée.

Questions principales de l'évaluation :

Vérifier l'atteinte des objectifs initiaux aux plans de l'intervention psycho-individuelle, psycho-sociale, socio-économique, communautaire.

Méthodologie :

Utilisation, par l'évaluatrice externe, des informations du projet (entre autres le matériel fourni par les mécanismes statutaires d'évaluation continue tout au long du projet), observation, entrevues avec les participants pendant le projet et 6 mois après leur participation; entrevues avec le personnel et avec les consultants externes.

Soutien : sans objet

Résultats :

1) atteinte partielle des objectifs opérationnels initiaux. Au plan de l'intervention psycho-individuelle, deux fois plus de participants que prévu, mais moins de jeunes que prévu ont entrepris vraiment une démarche d'exploration de soi. Au plan de l'intervention psycho-sociale, environ le tiers du nombre prévu d'expériences collectives. Au plan de l'intervention socio-économique, formation d'un seul réseau d'échanges et d'entraide (réseau de gardiennage); démarrage de 7 projets à caractère économique; le programme de travaux temporaires a reçu plus de monde que prévu, mais ne s'est pas structuré en petite entreprise autonome. Au plan de l'intervention communautaire, mobilisation partielle réussie du milieu. De façon générale, accent mis sur l'individuel, le développement personnel et les activités de type récréatif plutôt que sur la mobilisation collective, les activités de formation et à caractère économique (individualisme des jeunes, enfermement dans le moment présent);

2) objectifs atteints : les objectifs opérationnels initiaux, comme souvent en projet-pilote, sont devenus partiellement caducs, compte tenu de la réalité des participants. Face à l'hétérogénéité des participants, constat que l'important n'est pas tant le contenu formel des activités que la façon dont elles sont vécues ; à ce plan, permanence remarquable d'une triple préoccupation fondamentale : remettre en action pour contrer l'inertie et la passivité, développer connaissances et habiletés nouvelles, valoriser les acquis et cheminements. Les participants manifestent une appréciation fort positive à cet égard;

3) conditions de réussite du chômage créateur : réalisations concrètes et tangibles; ouverture à la réflexion et à l'apprentissage avec encadrement approprié; possibilités de relations sociales significatives; contenu attirant et intéressant; approche individualisée; lieu de référence hors de chez soi. Le chômage créateur, c'est d'abord des effets sur la personne et non des contenus d'activités. Il s'avère une approche rentable surtout pour les chômeurs et bénéficiaires de longue durée, qui ont besoin de pouvoir croître personnellement avant même de s'intégrer par un emploi traditionnel.

Recommandations :

Comme suites à ce projet de démonstration :

1) que soient créés des centres communautaires pour jeunes sans emploi, pour leur développement personnel et social;

2) qu'il y ait une politique de revenu minimum garanti pour assurer un plancher minimal de revenu décent;

3) qu'il y ait une politique d'emploi, car l'auto-création d'un emploi n'est accessible qu'à très peu de ces jeunes.

Lavigne, Chantal, *Rapport de l'expérience de « Relance sociale » -Programme de retour au travail pour les femmes chefs de famille bénéficiaires de l'aide sociale*, Montréal : (Québec), Conseil de la santé et des services sociaux de la région du Montréal métropolitain, 1982, 178p.

Objectifs :

Aider au retour à court terme sur le marché du travail de femmes bénéficiaires de l'aide sociale; expérimenter des formules inédites de réinsertion en milieu de travail; fournir des indicateurs aux Centres locaux de services commnautaires pour une programmation orientée sur l'intégration au marché du travail.

Groupe-cible :

Femmes de quartiers populaires de la région de Montréal, âgées de 21 à 56 ans, chefs de familles, bénéficiaires de l'aide sociale depuis au moins 6 mois, à formation restreinte, sans emploi depuis au moins 1 an.

Durée du programme :

9 mois au total, divisés en 3 sessions de 12 semaines chacune.

Questions principales de l'évaluation :

1) évaluer l'évolution globale des participantes au plan psycho-social (autonomie, confiance en soi);

2) évaluer le degré d'intégration au marché du travail (aspect économique).

Méthodologie :

1) utilisation de l'information interne au projet (entrevue hebdomadaire, questionnaire d'évaluation en fin de projet, suivi téléphonique 4 mois après la fin de participation au projet);

2) évaluation externe, par l'information recueillie auprès d'un groupe-témoin comprenant le même nombre de femmes, de la même clientèle-cible.

Soutien :

Montant incitatif de 35 $/semaine et remboursement des frais de gardiennage aux participantes.

Résultats :

1) nombre total de participantes : 43 ;

2) évolution positive très notable au plan psycho-social pour 100 % des participantes;

3) participation à un processus d'intégration économique et professionnel pour 64 % (travail régulier : 33 % ; retour aux études : 31 %). Recherche active d'emploi pour 36 % (dont 26 % inscrites à des cours pour adultes);

4) la comparaison avec le groupe-contrôle fournit un indice d'intégration effective supérieur de 48 % pour les participantes au projet Relance sociale (64 % contre 18 %);

5) taux de satisfaction de 99 % chez les participantes;

6) compte tenu de la clientèle socialement problématique des Centres locaux de services communautaires, dégagement d'indicateurs éventuellement utiles;

7) rapport coûts/bénéfices largement positif pour l'ensemble du projet.

Employability Resources Network. *Report on the Evaluation Study of the Futures Program of the Columbia Institute of Canada*, Ottawa: April 1990.

Purpose:

The two week long program intends to assist individuals classified as employable social assistance recipients in achieving employment.

Target Group:

Employment disadvantaged men and women on social assistance in Calgary.

Time Period: September-November 1989.

Major Research Questions:

1) Did program assist the participants in obtaining employment and/or maintaining employment?

2) Is there a change in employment pattern for successful participants?

3) Did program end/reduce the participants' dependence on social assistance?

4) Did the program strengthen the participants' personal sense of employment readiness?

5) What were the costs of the program compared to social assistance?

6) What interventions contribute most to increasing employability?

Methodology:

The study design focused on a multiple lines of evidence approach which involved the following methods for collecting data:

1) telephone survey of participants;

2) aggregate data collected from government sources; and,

3) Futures Program registration data.

Support:

As part of their objectives, the Futures Program provides an extensive support environment for clients who need to have additional time and energy focused on their unique situations (e.g.; through counselling, referral to other agencies and services in the community); and through gathering information from observation, assessment, and follow-up.

Findings:

1) In comparison to the majority of participants, the program had an above average impact in improving the employment situation of sole support parents (49% of the participant base). However, the program had less impact on enhancing employability of single individuals and those who came from referral agencies serving native Canadians.

2) There is no reduction in the number of participants using social assistance following Futures nor is there a substantial reduction in the average amount they receive. One third of participants have moved off social allowance while another group begin receiving it.

3) The program was successful in enhancing employment readiness through its reduction of the primary barriers to employability perceived by participants: the ability to take care of family matters and job finding skills, i.e., resume writing, job search. Job keeping skills were less likely to be seen as barriers.

4) Participants regarded their educational levels and job experience as important barriers to their ability to find or keep a job.

5) Many participants felt that they were financially better off following participation in the program and this was strongly related to their success in obtaining and maintaining employment. However, there was no strong relationship evident between income reported by participants and their view on their financial situation. Therefore it is uncertain whether the program achieved improvements in participants' financial situation.

6) The costs of Futures are likely to be recovered from reduced Social Allowance outlays in an 11 to 18 month period, depending on assumptions made. Social Allowance payments to those continuing to receive social allowance decline for only one group - those who reported being employed more than 70% of the time following Futures. Depending on assumptions made about the data, between 6 and 23 percent of participants may either end their use of social allowance following Futures or avoid beginning to use these benefits in the six months after their program.

7) No particular program component was singled out as being especially effective in enhancing employability of the participants. The only exception is the Life and Employment Skills which was more helpful to those who had no success in employment compared to those who were successful.

Conclusions:

The Futures program is successful. The program is improving the ability of individuals to obtain and maintain employment, particularly sole support parents, but is less effective with single people and native Canadians. This employment related success is related to the program's achievement of improved skills, particularly job finding skills which were considered key barriers to employability.

Employability Resources Network. *Report on the Evaluation Study of the Miramichi Job Development Project*, Ottawa: Employability Resources Network (E.R.N.), April 1989.

Purpose:

To provide pre-employment training for severely employment disadvantaged individuals from the region and place them in employment or in employment directed training.

Target Group:

Severely disadvantaged individuals within the region. Many are single mothers on social assistance, and youth with limited job skills.

Time Period: 1989

Major Research Questions:

1) Did the program enhance the "employability" (employment readiness) of the participants?

2) What barriers to employment specific to SARs did this training program reduce and what features of the program addressed these barriers?

3) Was participants longer term dependency on financial assistance programs reduced as a result of program completion?

4) Did the training provided in the program correspond to skills participants required?

Questions Associated with Costs and benefits:

1) Are there incremental financial benefits for project participants?

2) Are there savings to social assistance programs because of client participation?

3) If the duration of the program were to be reduced, which components should be maintained?

4) What is the "employment" versus "training" focus of the program?

Methodology:

This evaluation study uses a multiple lines of evidence approach to fact finding. Such an approach relies on a variety of relevant data sources in combination with a number of research methods to ensure that sufficient qualitative and quantitative information related to each issue is captured.

During the evaluation, the research methods used included: interviews; file reviews; a focus group activity; telephone surveys; analysis of financial data; and a panel discussion with experts.

Support: Not applicable

Findings:

1) MJD participation enhances employability in terms of strengthening academic skills; sharpening the vocational focus of participants as a result of lifeskills training; developing highly technical job search skills; improving clients' ability to gain employment but not necessarily maintaining employment.

2) Employment disadvantaged SARs and non-SARs experience similar barriers to employment in Miramichi region including: baby sitting arrangements; lack of support for their employment initiative from other adults; transportation; enthusiasm for work. MJD participation do not diminish these barriers. This could have contributed to the inability of the MJD participants to maintain employment.

3) Post MJD changes in financial dependency could not be attributed to the program. The trend of decreasing dependency on welfare assistance began in the year prior to program entry.

4) MJD staff did not sufficiently focus on all of the critical employment related skills (carrying out work responsibility; arriving at work on time; dressing appropriately; and keeping their employers informed about time off) which were important to employers. Therefore, participants do not work well under minimal levels of supervision.

Regarding costs and benefits:

1) there was an increase in income for a sample of participants following participation in the MJD, (however, in some instances part of the increase was due to UI payments);

2) MJD does not contribute to an overall saving to income support programs, (changes in the costs of these programs appear to be due to the broader economic factors);

3) the computer assisted academic training could be eliminated from the program, (this was actually "relearning" for the participants and was rated the lowest among program features by MJD staff, participants, and employers); and,

4) employment focus of the program enhanced employment, and was unique in the region.

Conclusions:

The major conclusion concerns the value of the "employment focus" of the program. Relative to other employment enhancement programs in the area, MJD is characterized by an employment atmosphere as opposed to a training environment. This focus enhances program effectiveness. However, participants do not completely perceive such a focus and it is concluded that the focus should be strengthened. It was also found that employment focus would be at risk if the local community colleges deliver the program, and /or UI eligibility benefits cannot be gained by participants.

Québec (Province), ministère de la Main-d'Oeuvre et de la Sécurité du revenu, *Résultats sommaires du sondage mené auprès des demandeurs d'emploi inscrits dans les Centres Travail-Québec, Québec* : le Ministère, Direction de la Recherche, 1986, 19 p. plus tableaux.

Objectifs :

Acquérir une connaissance systématique des caractéristiques et des besoins de la clientèle des Centres Travail-Québec, afin de faciliter l'orientation des services.

Groupe-cible :

Les 468 341 personnes ayant un dossier actif et retenu, au moment du sondage.

Durée du programme : sans objet

Questions principales du sondage :

dresser un profil démographique et socio-économique de la clientèle; cerner les démarches effectuées pour trouver un emploi, ainsi que les difficultés et obstacles rencontrés; préciser les besoins particuliers. Et ce, en distinguant toujours les répondants selon deux groupes : les bénéficiaires de l'aide sociale (BAS) et les non-bénéficiaires de l'aide sociale (non-BAS).

Méthodologie :

échantillon de 3 288 noms, proportionnel selon les variables de l'âge, du sexe et de la région; administration téléphonique d'un questionnaire standardisé; taux de réponses de 71,4 % (représentativité réelle de la population à l'étude).

Soutien : sans objet

Résultats :

1) l'étude fournit une foule de chiffres qui révèlent des tendances, dont certaines seraient à vérifier plus précisément (v.g. certains comportements sont-ils dûs au fait d'être BAS ou à d'autres facteurs ?);

2) le niveau de scolarité atteint apparaît comme l'un des principaux facteurs caractérisant les demandeurs d'emploi. Les BAS sont nettement moins scolarisés et diplômés que les non-BAS; d'où, pour eux, davantage de périodes de chômage excédant une année (70 % de BAS, pour 24 % de non-BAS); d'où un moindre intérêt à poursuivre une formation complémentaire (ce qui augmente la difficulté à trouver un emploi); d'où l'obtention d'emplois moins qualifiés et moins rémunérés et davantage de type temps partiel;

3) les personnes n'ayant détenu qu'un seul emploi sont surtout des BAS; cette expérience unique d'emploi a duré plus longtemps toutefois que pour les non-BAS;

4) les BAS recherchent davantage un emploi dans la ligne de leur expérience, ont des exigences salariales inférieures, sont moins mobiles mais plus ouverts à accepter un emploi à temps partiel. Ils se montrent aussi plus vulnérables au découragement que les non-BAS (manquent davantage de motivation).

Reichert, Patricia M., *A Study of the WICCA Single Parent Project (Regina, Saskatchewan,)* Ottawa, Canada: Employment and Immigration Canada, 1988.

Purpose:

Funded under the Job Reentry Program of the Canadian Job Strategy for single parent women on social assistance, this project provided a supportive environment for personal job skill development, to build and expand existing skills, to prepare for and provide on-site work experience, to prepare participants with appropriate career choices, and to enhance their post-project employment possibilities or more specialized training.

Target Group:

Single parent women (average age: 27) on social assistance in Saskatchewan.

Time Period:

The project operated from March to November 1987 and the study including a follow-up survey, was conducted four months after the completion of the project.

Major Research Questions:

1) How does the Job Reentry Program design support and/or not support the program objectives?

2) How does the WICCA Single Parent Project design support and/or not support the project objectives?

3) In what ways do project activities deviate from the project model, that is, the objectives, principles and design?

4) What was the nature of the project's relationships with specific agencies such as Employment and Immigration Canada, Social Services and others in supporting the program and project objectives?

Methodology:

Review of the project files, interviews with the project coordinators, with EIC staff and with the project participants.

Support:

The coordinators decided that extra time should be spent on personal development skills having to do with parenting, stress management, birth control, sexuality, drug and alcohol abuse, consumerism, budgeting, nutrition, rights and responsibilities, family violence, loneliness, isolation and racism.

Findings:

1) Project Description: The project design provided for a developmental phase and two program modules. The recruitment of participants and selection of staff were the most significant activity in developmental phase. Module 1 phase (3.5 months) was devoted to participants' personal development and to assess participants' skills , abilities, aptitudes, interests and barriers to training and employment. Module 2 phase was designed to help participants pursue formal education plans and to give them experience in the paid labour force through on-the-job training that would be consistent with their career plans.

2) Participants profile: of the 38 women participants, 17 identified themselves as natives. The women had an average of 2.3 children and the average age of the children was 6.5. On average the women had 10.3 years of schooling. At the time of the project, these women had been unemployed an average of 4 years. According to the information from 27 of these women, the average duration of the time they had been receiving social assistance had been 3.3 years. Based on the information from the project coordinators, it's estimated that at least 39.4% of these women were physically and/or sexually abused either during the project or prior to the project.

3) The Follow-up Survey: The survey showed that four months after the project ended, 58% of the women were in paid employment or specialized training and an additional 11% were registered and about to begin specialized training within six weeks of the study. Some 18%, including those about to begin specialized training, were fully dependent on social assistance at the time of survey. And 24% could not be located for the survey.

Conclusions:

1) This study aims to provide the kind of detail that may be useful for program planning and more specific evaluation. It suggests that the Job Reentry Program design to support the project objectives should emphasize flexibility to respond to the differing characteristics of the labour market and differing needs of the women participants.

2) Regarding the project design, to meet its own objectives, it should focus on the objectives that had to do directly with assisting participants and much less focus on facilitating changes in the labour market.

3) Operational deviations from the model must also be considered. The selection of the target group; the day-to-day operations; and the application of the program principles have implications for project success and would have to be taken into account in any evaluation.

4) Finally, the relationships among various agencies and individuals in operation of the employment and training projects, to the extent that can be identified and described, should be part of the evaluation picture.

Québec (Province), ministère de la Main-d'oeuvre et de la Sécurité du revenu, *Synthèse des résultats du sondage sur l'attraction au programme « Bon d'emploi plus » auprès des employeurs-participants*, Québec : le Ministère, Direction de l'évaluation des programmes, 1987, 29 p.

Objectifs :

Aider les jeunes éprouvant des difficultés majeures d'intégration au marché du travail à accéder à un emploi permanent en leur permettant de participer activement à leur propre recherche d'emploi.

Groupe-cible :

Personnes sans emploi, âgées de moins de 30 ans, bénéficiaires de l'aide sociale ou ayant terminé une formation professionnelle depuis plus d'1 an ou ayant participé aux mesures de relance, pour occuper des emplois permanents sur une période de 2 ans ou pour occuper des postes nouveaux.

Durée du programme : deux ans

Questions principales de l'évaluation :

1) qui sont les employeurs-participants, de quel type d'entreprises ?

2) qu'est-ce qui les attire dans le Programme « Bon d'emploi plus » ?

3) doivent-ils modifier leurs critères d'embauche pour engager des jeunes en difficulté ?

4) le curriculum vitae des jeunes les influence-t-il ?

Méthodologie :

Sondage téléphonique auprès de 503 employeurs-participants (sur un total de 2 461), ayant fait signer un ou des bons d'emploi entre février 1985 et février 1986. Taux de réponses de 82 %; intervalle de confiance de 2,7 % (résultats très fiables). Échantillon proportionnel par regroupement de tailles d'entreprises (de 1 à 9 employés; plus de 10 employés).

Soutien :

Versement à l'employeur qui respecte les conditions du programme et du contrat d'embauche d'une subvention représentant 25 ou 30 % du salaire brut du jeune, jusqu'à concurrence de 8 500 ou 10 000 $ (selon le cas), échelonné sur une période de 2 ans.

Résultats :

1) les employeurs-participants veulent vraiment donner aux jeunes l'occasion d'acquérir une expérience de travail. Pour cela, 40 % d'entre eux réduisent leurs critères d'embauche; 48 % en font un de leurs critères d'embauche;

2) augmentation de jours/personne/travail : 41,4 % des employeurs-participants ont devancé de 4 mois en moyenne l'embauche; 25 % ont converti un poste prévu à temps partiel en poste à plein temps; 52 % n'avaient pas planifié cette embauche avant le programme;

3) les entreprises participantes sont surtout des petites entreprises (moins de 10 employés), oeuvrant dans le secteur tertiaire dans une proportion de 78 %. Les entreprises de la région de Montréal participent le moins au programme. Les emplois offerts sont surtout des emplois de soutien;

4) pour 40 % des jeunes qui ont vu leur bon d'emploi accepté, le programme Bon d'emploi plus a été une suite à un programme de développement de l'employabilité (le programme Stages en milieu de travail pour 34 %);

5) seulement 13 % des employeurs se réfèrent au curriculum vitae des jeunes : ce ne peut donc être le seul moyen d'entrer en contact avec les employeurs;

6) la structure d'embauche des grandes entreprises correspond moins à la nature du programme offert (étudier des programmes qui correspondent plus à cette structure ?), mais les conditions de travail sont supérieures dans les grandes entreprises.

Ellwood, David T., *Targeting "Would Be" Long-term Recipients of AFDC*, Princeton, NJ: Mathematica Policy Research, 1986.

Purpose:

To develop measures to identify likely long-term recipients early on and to target employment and social services toward them.

Target Group:

Female family heads who received AFDC benefits (Aid to Families with Dependent Children) and were either in the PSID sample (15 years Panel Study of Income Dynamics which is a longitudinal survey of 5000 AFDC families) or were born to members of the original sample who both headed the families and received AFDC in one or more of the 15 years of the survey.

Time Period: Not specified.

Major Research Questions:

1) What is the dynamics of AFDC recipience among female family heads?

2) What are possible target groups within AFDC recipients?

Methodology:

The 15 year sample of the Panel Study of Income Dynamics (PSID), which is a longitudinal survey of 5,000 American families has been used as a data base for this new analysis. The subset of the full sample that was used in this analysis includes all females who were either the original PSID sample or were born to members of the original sample who both headed families and received AFDC in one or more 15 years covered by the survey.

For the purpose of the present analysis, three methodological considerations were adopted:

1) a "minimum-benefit threshold" (if the amount of benefits reported by a woman in a year was less than her maximum monthly benefit, she was treated as not having received AFDC benefits;

2) "continuous" receipt referring to sequential years in which AFDC was received to capture welfare dependency; and

3) "exit probability" as a basis for estimating the total time on welfare which can be derived as a function of, for example, the length of welfare recipience to date, or personal characteristics.

Support: Not applicable

Findings:

1) The study shows that about 24% of those who first receive AFDC will spend 10 or more years on AFDC over the next several decades. Recidivism is surprisingly common. Some 40% of former AFDC recipients who report a full year without welfare income return to AFDC in later years. A large portion of recidivism seems to be attributed to moving back onto welfare after separation, divorce, or earnings declines.

2) Never married women and those who have several children are more likely than average to have long-term welfare dependency and return to welfare.

3) Education, work experience, and race also seem to be important. However, neither the age of the youngest child nor the age of the mother has a large independent effect on welfare dependence.

Conclusions:

It is essential to allocate resources for targeting and training programs for young recipients of AFDC who are just beginning their dependency and toward women with young children. Also never-married women remain the single most troubled group based on expected welfare durations. Education and work experience (not disability) also are important in identifying long-term recipients.

The study suggests that without some type of intervention beyond that provided by WIN (Work Incentives Program), these women would not be able to achieve self-sufficiency.

McLaughlin, Eithne; Millar, Jane; Cooke, Kenneth. *Work and Welfare Benefits*, Hampshire, England: Gower Publishing Group, 1989, 147p.

Purpose:

To explore the impact of financial incentives on the decision to return to work and the constraints on part-time work for unemployed people, more especially for women married to unemployed man.

Target group:

Married couples under 40 years old, with and without children, where the man had been registered as unemployed for between one and three years.

Time Period: Late 1986/early 1987.

Major Research Questions:

1) Do unemployed people make "reservation wage" (a personally estimated amount of money sufficient to encourage the recipient to start work); if so, how?

2) Do they make comparisons between incomes in and out of work and if so, how?

3) What role mean-tested benefits play in employment decisions?

4) What role do non-financial factors play?

5) How do the husband and wife influence each other's employment decisions?

Methodology:

This study uses qualitative research methodology. The main source of data for the study was the interviews, and fieldwork. The total of 107 households were originally selected for the interviews.

Support: Not applicable

Findings:

The finding show that feeling of stigma, boredom, and purposeless existence were constantly part of the experience of the majority of the sample. However, when the men were asked if they would still want to work if they could receive more from social security, half said yes, half said no.

Concerning the lowest wage for which they said they would return to work, most of the sample based their answers on the income needed to cover basic family needs. In other words,

the majority thought not in terms of a reservation wage based on what the market offered them or what their work worth, but instead they thought in term of a reservation income based on household needs.

Most families had a general idea of the existence and function of mean-tested support for low wage earners but few had enough detailed knowledge to use them in confidence. Also they could not rely on this benefit as a necessary component of their income, partly because of practical considerations. These considerations included the need to submit evidence of earnings and the waiting period before getting access to these benefits. The uncertainties about how much, if anything, would be gained by applying for them is also a factor.

The result of this study suggest that, these benefits are likely to have a more limited incentive effect than anticipated.

The impact of one spouse's employment position on the labour supply aspiration plus the behaviour of the other spouse, was found to be significant and contributed to the importance of the family wage.

Earning "disregards" (exemptions) generally discouraged part-time earnings (Long-term unemployed families on supplementary benefit were able to have only four pounds (English currency) of any earning of the man or the women, disregarded in the assessment of their resources. Beyond that amount, their benefit was reduced by a pound for each pound earned). About half of the wives who had given up work after their husbands became unemployed had done so because it was not worthwhile to continue. Disregards also deterred wives who were not previously employed from looking for work.

Conclusions:

The study shows that, despite the fact that most families wanted to work and barely managed on their benefit incomes, at a time when part-time work opportunities existed and were expanding, the majority of families had no earnings whatsoever.

Major constraints on the participation therefore arise not from the inflexibility of claimants, but from the inflexibility of social security and the benefit structure.

One way of easing the transition from unemployment to paid work would be by means of a system of transitional benefits providing fixed weekly benefits for limited periods. The attempt to improve take-up of Employment Training by providing financial support at the level of benefits plus a fixed additional weekly sum (DE, 1988) is a recent initiative with the aim of improving levels of training. This principle ought to be extended to the return to work generally, allowing some proportion of income support to be retained for the period sufficient for applying for other benefits and tax codes to be adjusted.

National Anti-Poverty Organization. *You Call It a Molehill- I Call It a Mountain: Job Training For People on Social Assistance*, Ottawa: NAPO, 1989.

Purpose:

To examine the strengths and weaknesses of job training programs from the perspective of those on social assistance who participated in these programs.

Target Group:

Male or female social assistance recipients, participating in job training.

Time Period: 1989

Major Research Questions:

The research questions were directed towards the following:

1) the distribution of information and screening about training opportunities;

2) level of coordination between different organizations which offer these programs;

3) training content and delivery;

4) financial and practical needs;

5) additional support services;

6) the delivery agents; and,

7) recognition of the special needs of the participants.

Methodology:

Individual and group interviews with 89 former trainees between July and September, 1989.

Other sources of information for the research included a number of federal and provincial government officials and selected Canadian briefs, reports and articles related to job training for social assistance recipients.

Support: Not applicable

Findings:

1) 80% of the respondents were female and 20% were male. Their average age was 33 years and 65% had at least one child living with them.

2) Respondents showed an overwhelming drive for independence and welcome opportunities to become more employable.

3) Many welfare recipients face a number of financial, practical and psychological barriers to entering and completing training programs.

4) Although long waiting lists for some individual courses were found, a more significant problem for trainees was in progressing sequentially through a series of training stages when needed.

5) Participants at all levels strongly favour "real" work experience in their employment preparation .

6) The single greatest barrier to job training is access to affordable, quality child care.

7) A significant number of trainees were financially worse off during training.

8) The greatest barrier in moving from training to employment was the discontinuation of benefits.

9) Single parents, disabled persons, recent immigrants, visible minorities, native peoples and those living in rural and isolated areas have special needs which should be considered in the design and implementation of training programs.

Conclusions:

In spite of the many serious problems in the existing training system, 78% of respondents said that they consider themselves better off from undertaking training, even though only 41% said they got a job as a result and an additional 28% went on to further training. Thus, given adequate opportunity, those on social assistance are determined to use training opportunities to gain independence.

In contrast to the many positive experiences, problems of coordination, design and delivery of training programs, financial and practical support have been experienced by the participants. The research findings calls for changes in the job training programs towards achieving high standards in the quality of training; reducing the financial and practical barriers to training; and making the full range of training opportunities available to social assistance recipients in these programs.

Krahn, Harvey; Lowe, Graham S. *Young Workers in the Service Economy*, Alberta: Department of Sociology, University of Alberta, 1989.

Purpose:

To examine in detail the education and work experiences of a large sample of high school and university graduates over a 24 month period following graduation, distinguishing between secondary and post secondary educational credentials, and taking into account the process of transition from school to work.

Target Group:

Youth 15-24 years of age graduating from high school and university students in the cities of Edmonton, Toronto, and Sudbury.

Time Period: 1985-1989

Major Research Questions:

1) Are there different patterns of transition out of the education system and into the labour market? Which socio-demographic factors influence the choice of one pattern over another?

2) Where in the service sector (in terms of both occupation and industry) do we find young people employed two years after their graduation from high school or university? Do employment outcomes vary by gender, education level, type of program or degree, and the transitional route followed after graduation in 1985?

3) What is the quality of service sector employment for high school and university graduates, in terms of task content, economic rewards, job satisfaction, and employment stability?

Methodology:

This study is a multi-sample, comparative, longitudinal panel survey. Base-line data (year 1) were collected from graduating high school and university students. The first follow-up survey was completed in 1986 and a second one took place in 1987. The data analyzed in this study cover a 24 months period after following graduation to document the transitional process over a four year period.

Due to the difficulties of obtaining a random sample of graduating high school students in the three cities, a strategic sampling design with the school was used. The size of the sample was 3,564 in the year 1 of this study, in year two 64% of this sample (2,289) responded. In year three the overall response rate was 53% of all those in year 1 (1,905). The present study is based on a panel of 1,905 young people.

The method used for the study was a mail questionnaire. Prior to each follow-up survey, newsletters were sent to respondents to keep them informed about the progress of the study and to report preliminary findings.

Support: Not applicable

Findings:

1) Youth transitional period to work is becoming more prolonged and uncertain. 85% of the high school sample had taken on clerical, sales or service positions while attending school. About half (51%) of the university sample members were working in clerical, sales and service occupations while finishing their degree.

2) Youth are staying in school longer or returning to school after several years in the labour force. Of the 1,030 high school graduates in the study, 77% continued their education. When asked why they want to return to school, two thirds gave career-related reasons. These young people were not avoiding the labour market. Instead they returned to school to gain more credentials.

3) Work and continuing education are increasingly mixed for the relatively large size of high school (32%) and the university (27%) sample.

4) Regarding the effects of socio-economic background on continuing education, 59% of high school respondents whose had completed university remained in school compared to less than a third with mothers who has not gone further than high school. As for the university graduates, 20% of those with a professional father stayed in school for follow-up years, compared to 12% of those whose father had a lower status occupation.

5) Examination of occupations show that the university sample were more likely to be employed in managerial and professional occupations than high school sample.

6) Gender differences was observed in occupations. 44% of the female high school graduates were in clerical jobs and another 39% were in sales and services compared to males who mostly were in services or male- dominated manufacturing and construction. In the university sample, males were also under-represented in clerical occupations.

9) Regarding employment locations, over 80% of university and high school graduates were employed in the service industries two years after graduation.

10) With focus on variations in quality of service sector jobs in terms of task content, economic rewards, job satisfaction, the overall pattern pointed to the poorer employment conditions, more negative job evaluation, and less job satisfaction.

Conclusions:

Given the extended school-work transition and the high rate of participation of youth samples in the service economy, it is possible that members of the present youth could face long-term occupational disadvantages. However, the comparisons of respondents at different points in the school-work transition and the evidence of relatively better job quality and rewards for many university graduates in managerial / professional labour market, show that university education does pay off in these perspective, but if only one finds entry-level employment in these higher status occupations.

Johnson, Laura C. *Youth and Employment: Baseline Report on Young People's Work Experience and Attitudes*, Joint Task Force on Youth and Social Planning Council of Metro Toronto, 1986.

Purpose:

To examine the beginning phase of the school-to-work transition among high school graduates and university graduates in Toronto.

Target Group:

Young high school graduates and university graduates in Toronto.

Time Period: 1985

Major research Questions:

1) How much preparation does the educational system provide for youth entering today's highly competitive job market?

2) Do youth perceive the educational system as effective in preparing them for the job market?

3) What job search advice is offered to young people by parents and school officials?

4) How much work experience do young people obtain before entering the labour force on a permanent basis?

5) Are there significant gender differences in terms of career aspirations, previous work experience, or in attitudes toward employment and unemployment?

6) How youth view the unemployment situation today? Where do they attribute responsibility for it?

Methodology:

This study involves a comparison of high school and university graduates. These two groups are part of a longitudinal panel design that will be surveyed again in spring 1986-1987.

The high school sample (754) were surveyed through questionnaires. A description of the survey and a statement of the instructions for completing the questionnaires were presented either by the teacher or by a representative of the project staff.

The university sample (1,563) was surveyed through questionnaires mailed by the University of Toronto, not by the project staff, for reasons of confidentiality.

Support:

To compare the young people's views on employment and unemployment with those held by employers, the results of a recent survey (*Youth Unemployment and Early Level Jobs: A Survey of Ontario Employers*, prepared for Ontario Youth Commissioner's Office by Environics Research Groups Limited, May 22, 1986) has been used in this report.

Findings:

1) Young people rank unemployment first on a list of social problems for concern.

2) Many youth blame today's unemployment rates on young people lacking the work experience that employers want.

3) Employers, in contrast, do not attribute youth unemployment to young people's insufficient job-related experience. They cite over-generous social benefits and young people's poor work attitudes as factors responsible for high youth unemployment.

4) 40% of youth blame high unemployment rates on the ease of obtaining welfare and unemployment insurance.

5) On the issue of job entitlement, the high school graduates are more likely than university graduates to feel that everyone has the right to the kind of job for which their education and training has prepared them.

6) Although female high school graduates favour traditionally female occupations such as clerical, teaching, large proportion of the female high school students hope to obtain jobs in managerial and natural sciences sectors--jobs traditionally held by males. The post graduation plans of almost all female high school students, like their male counterparts, is either entering the work force or pursuing post-secondary education.

Conclusions:

A comprehensive analysis of how the education system prepares young people for work, and the process by which young people subsequently acquire jobs, or face obstacles to obtaining employment, is necessary for understanding the transition from school to work as well as initiating more effective policies in response to youth unemployment and underemployment.

Crysdale, Stewart; Mackay, Harry. *Youth Passage to Work: Eastside and Northend Compared* Toronto, Canada: Stewart Crysdale, York University, 1990.

Purpose:

To discover the patterns of growth and development of youth moving from secondary school into work. Second, to plan, implement, and evaluate an intervention program to help youth cope with this transition. Third, to improve the interaction between the three main agents of socialization (family, school, and workplace) during such transition.

Target Group:

Youth in a working class area (Eastside), in downtown Metropolitan Toronto, as compared to youth from an uptown middle class area of Toronto (Northend).

Time Period: 1968- 1985

Major Research Questions:

1) The transitional behaviour of the selected youth over a period of several years so as to discover patterns of growth and development:

   - Background factors such as education of father or mother, I.Q. score, sex
   - Socialization experiences such as closeness to father or mother, school performance
   - Intermediate outcomes such as educational expectation and self-confidence
   - Educational attainment as an outcome
   - Occupational outcomes such as job attainment and job satisfaction

2) Implementation and evaluation of three-year intervention program:

   - Participation
   - Results in mid-adolescence
   - Results in late adolescence

Methodology:

Based on a feasibility study in 1968, a field experiment was designed to gather comparative observations of casual and consequent variables at two times. First, before the intervention program in 1969. Second after the program, in 1972; third in 1974 and then 1980.

The program was made available to one-half of youth that were the Downtown Experimental Group. The other half, the Downtown Control Group, took the normal course of transition. In order to observe the possible long-term effects of the program, interviews were carried out with a representative sub-sample of young adults during different periods of their adolescence, enquiring about transition at each stage. Activities were based on the community development

method that participants, with assistance from qualified staff, identify goals and obstacles and decide on suitable programs.

Support:

One school day per week (paid) job program. Youth tutoring youth program. Sports program, drop-in centre. Home visitation program.

Findings:

Background and Early to Mid-Adolescence

1) Downtown families had mean incomes less than half those of uptown families, and no downtown father was a professional, manager or owner, while more than half of uptown fathers were.

2) No downtown father had attended university, compared with one in five uptown.

3) As youth matured from early to mid-adolescence there was a sharp rise in the proportion of those who said that no one had influenced their plans for education and work. The comparative influence of teachers declined much more than that of parents.

4) More uptown youth took part in voluntary organizations than downtown, especially attending church. Over 1/3 of the uptown sample said that they had a career model, against less than 1/4 of the Eastside groups.

5) The educational aspirations or hopes of downtown youth fell in mid-adolescence and remained constant through late adolescence. The hopes of uptown youth were higher in mid-adolescence and escalated in late adolescence. However, the actual expectations or plans of all youth were lower than their hopes.

Late Adolescence

In this period the contrast in prospects of youth from the two areas was strong.

1) More than six of ten Eastside youth had dropped out without completing any high school program, double the rate of Northern youth.

2) In spite of longer employment, only one-in-five downtown adolescents held skilled blue collar, white collar, or better jobs, compared with over one-third of their uptown cohorts. They had a harder time finding jobs, were four times more likely to be without job training, and had more a negative attitude towards their jobs.

3) Among downtown youth working fulltime by the age of 21, those who had completed high school were more likely than dropouts to have increased self-confidence.

The Intervention Programs:

The programs helped measurably by mid-adolescence those who were active for a year, to maintain their job expectations, to achieve a smooth transition to work, and to increase self-confidence (subjective measures).

In the longer term, male youth active in the project returned to post-secondary education (31%) much more so than control group counterparts (18%).

The student employment program, which assisted participants find paid jobs one school day a week was the most effective program in preparing youth for transition into work.

Conclusions:

This study shows the importance of cooperative education which combines in-school learning with out-of school employment experience. While background variables such as socio-economic level of parents makes an important difference in education attainment, their effects are not as strong as school experience (e.g. school stream) for young people entering the work force.